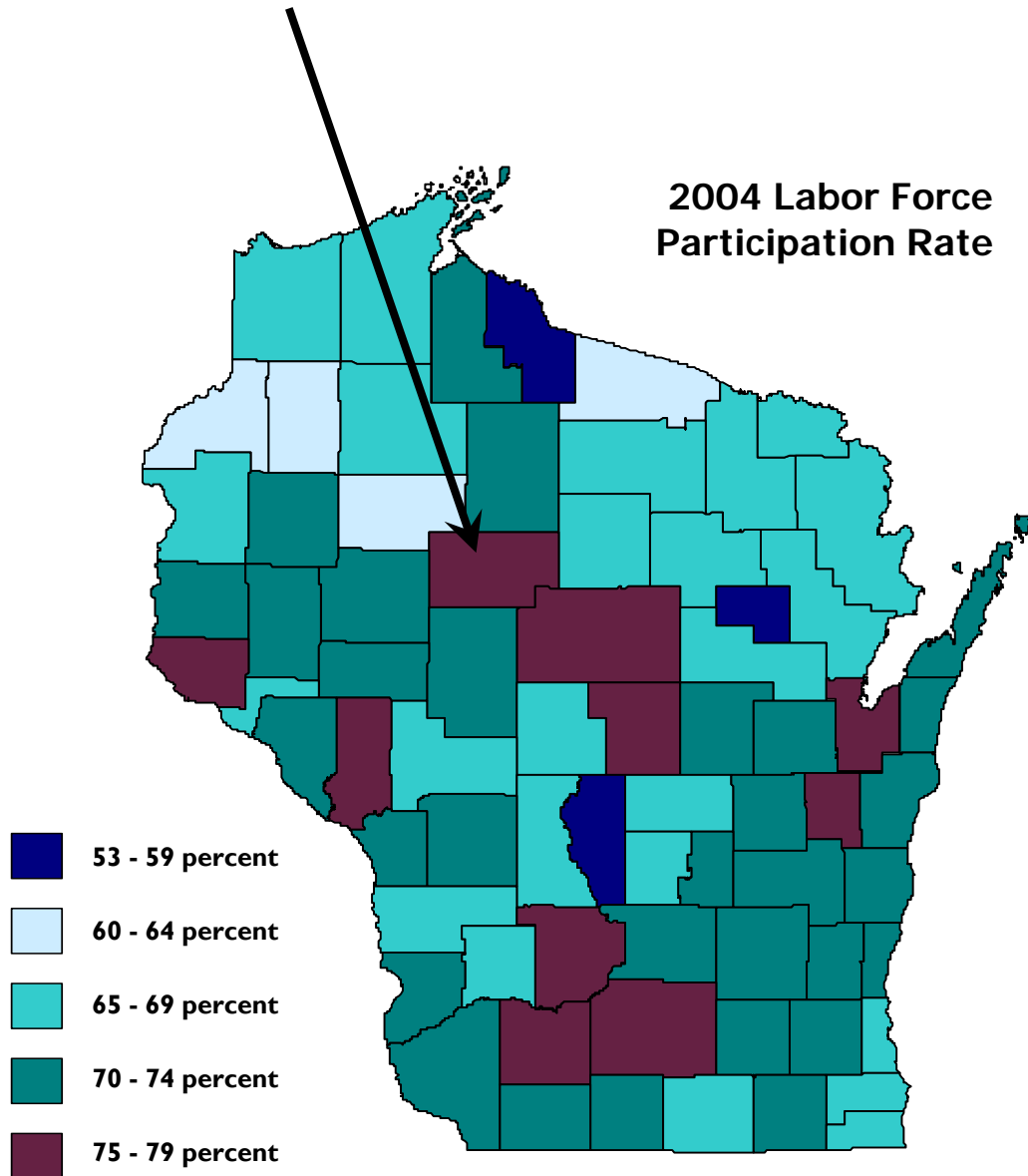


Taylor County Workforce Profile



Source: Estimates created by DWD, OEA using data supplied by
U.S. Bureau of Labor Statistics and U.S. Bureau of Census

Regional contact:
Beverly Gehrke
Office of Economic Advisors
15618 Windrose Lane # 108
Hayward, WI 54843
715.634.5289
Beverly.Gehrke@dwd.state.wi.us



State of Wisconsin
Department of Workforce Development
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County Population and Labor Force

The population in Taylor County increased in the last year and since 2000 it has grown 1.1 percent with the addition of 222 new residents. The change since 2000 lagged both state and national increases and was eighth smallest among Wisconsin's 72 counties.

The population increased from natural causes with the number of births exceeding deaths by 286. Taylor is one of two counties in the northwest region that added residents from natural causes and the only county in the region, and one of five in the state, that lost residents from migration. Since 2000, roughly 64 individuals moved out of Taylor County. The City of Medford experienced the greatest loss in population but the Village of Gilman and the Town of Jump River also experienced declines.

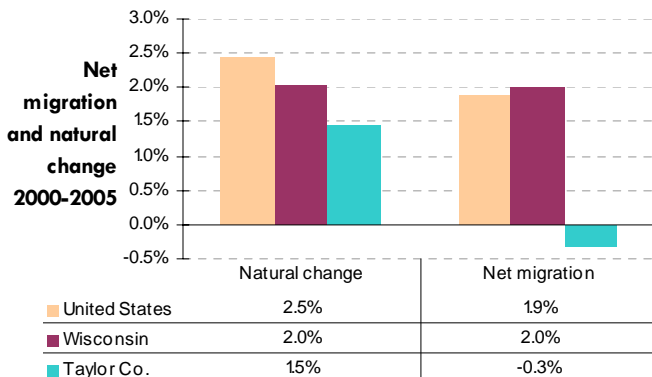
There have been over 1,200 births since 2000 and the county has a lower share of population aged 60 years and over than many northern counties. That said it is still ranked 30th in the state for share of elderly population and projections for the county portend a future where the elderly increasingly comprise a larger share of the total population. In 2005, roughly 25 percent of the labor force aged population (16 yrs and older) is aged 60 years or older. By 2020 that share will increase to nearly 34 percent.

The labor force is a sum of factors that relate to the local population. Those factors include lower participation rates for women than men, much higher participation from middle-aged residents than either the young or elderly, and declining participation rates among the white population as minority participation increases. All of these factors are working against a rise in the number of labor

Five largest municipalities in Taylor County

	April 2000 Census	Jan. 1, 2005 estimate	Numeric change	Percent change
Taylor County	19,680	19,902	222	1.1%
Medford, City	4,350	4,279	-71	-1.6%
Medford, Town	2,216	2,253	37	1.7%
Little Black, Town	1,148	1,193	45	3.9%
Browning, Town	850	887	37	4.4%
Holway, Town	854	885	31	3.6%

Source: Wis. Dept. of Administration, Demographic Services, August 2005



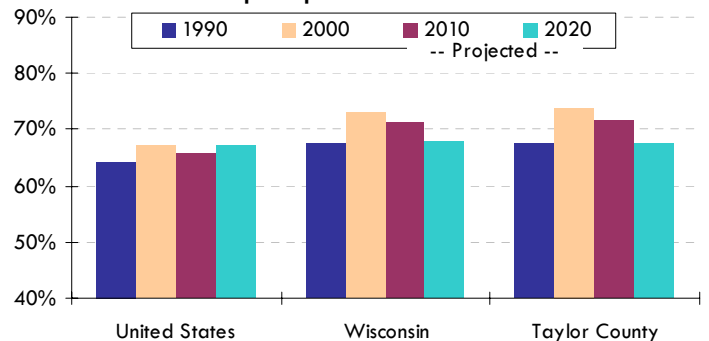
Source: WI Dept. of Admin., Demographic Services & US Census Bureau

Population and Labor Force

	United States	Wisconsin	Taylor County
Total population in 2000	281,424,602	5,363,715	19,680
Population est. Jan. 1, 2005	295,160,302	5,580,757	19,902
Change	13,735,700	217,042	222
% change	4.9%	4.0%	1.1%
2005 Labor force population*	224,837,000	4,339,938	15,613
Share of total population	76.2%	78%	78.4%
Labor force	147,125,000	3,071,179	11,640
Labor force participation rate	65.4%	70.8%	74.6%
2005 Population 16 yrs. & over	228,621,674	4,417,313	15,845
16-24 yrs old	37,489,370	743,764	2,759
Share of population 16+ yrs	16.4%	16.8%	17.4%
25-59 yrs old	142,248,896	2,708,865	9,156
Share of population 16+ yrs	62.2%	61.3%	57.8%
60 yrs and older	48,883,408	964,684	3,930
Share of population 16+ yrs	21.4%	21.8%	24.8%
Projected population: 2020	335,804,546	6,110,878	20,459
Population 16 yrs. & over	264,085,104	4,869,573	16,365
16-24 yrs old	37,918,865	681,586	1,866
Share of population 16+ yrs	14.4%	14.0%	11.4%
25-59 yrs old	150,678,402	2,756,884	8,966
Share of population 16+ yrs	57.1%	56.6%	54.8%
60 yrs and older	75,487,837	1,431,103	5,533
Share of population 16+ yrs	28.6%	29.4%	33.8%

* civilian population 16 yrs. and older not in an institution

Percent of labor force age population that participates in labor force



Source: special tabulation by OEA using US Census, US Bureau of Labor Statistics, WI Dept. of Admin. estimates and projections

force participants in Taylor County even as the number of residents aged 16 years and over is increasing.

Even though there is a possibility that the current labor force participation rate of 75.8 percent will increase slightly as baby-boomers choose to remain in the workforce instead of retiring early, that increase will be short-lived. At best there would be no change from the current labor force size, but more probable is a labor force smaller than today's.

Revised Labor Force

After four years of labor force expansion in Taylor County the 2004 estimate dropped below the all-time high of 11,784 participants set in 2003 and followed a loss in both the number of employed and unemployed. Over the last 15 years the number of unemployed in the county changed very little but the number of employed increased by more than 1,724.

All labor force estimates for 1990 to 2004 have been revised. The more recent years reflect trends revealed during Census 2000 while the 1990s were updated to include changes from 1990 to 2000 but are still based on ratios from the 1990 census and as a result, show a correction in Taylor County from 1999 to 2000.

Looking beyond the break in the series the most significant increases in the Taylor County labor force occurred in 1993-94 and again in 2003. The increases correspond with job-growth with county employers, especially those in manufacturing and services. The increase in job opportunities in the 1990s encouraged more labor force participation and changed the participation rate from 67 percent in 1990 to 74 percent in 2000.

Taylor County Civilian Labor Force Estimates

	Labor force	Employed	Unemployed	Unemployed rate
1990	9,965	9,310	655	6.6%
1991	10,034	9,181	853	8.5%
1992	10,051	9,286	765	7.6%
1993	10,333	9,581	752	7.3%
1994	10,776	10,025	751	7.0%
1995	10,807	10,113	694	6.4%
1996	10,824	10,275	549	5.1%
1997	10,762	10,213	549	5.1%
1998	10,501	9,982	519	4.9%
1999	10,395	9,991	404	3.9%
2000	11,005	10,601	404	3.7%
2001	11,173	10,632	541	4.8%
2002	11,256	10,665	591	5.3%
2003	11,784	11,116	668	5.7%
2004	11,640	11,034	606	5.2%

Source: DWD, Bureau of Workforce Information, Local Area Unemployment Statistics, September 2005

Education Attainment

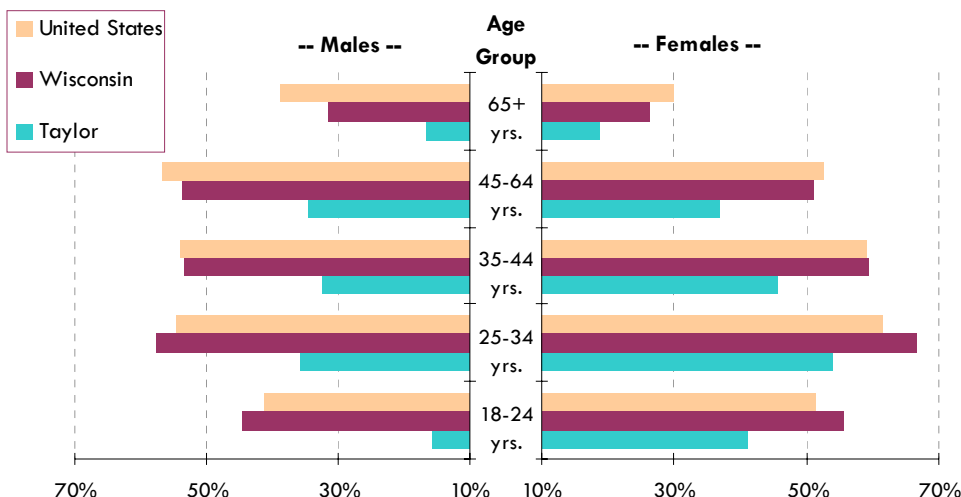
One of the most significant changes in employment that occurred during the last two decades was the shift from goods-producing to service-providing jobs. In tandem with this shift was the increase in demand for professional and technical workers employed in the high-skill services industries and the aggregation of these jobs in larger metropolitan areas.

Much of the job growth in high-skilled service jobs occurred in larger metropolitan areas while expansion in more rural economies produced lower-skilled service jobs and goods-producing jobs. The main exception in rural areas was job growth in health care and education, two industries with female-dominated professional and technical occupations. For

most counties in Wisconsin, including Taylor, this helps explain why there is a greater proportion of females in each age group with post-secondary education than males.

Growth of skilled professional and technical jobs in metropolitan areas attracted individuals from many rural areas. When students graduated from high school and left the area for post-secondary education there were few professional and technical job opportunities to bring them back to Taylor County. As a consequence, the share by age group of Taylor County residents with post-secondary education is less in every category than in the United States or Wisconsin.

Residents with post-secondary education



Source: US Census 2000, Summary file 3, QT-P20

Employment and Wages

Taylor County has the seventh highest share of manufacturing jobs among the state's 72 counties. Over 32 percent of all jobs in the county are with manufacturing employers and that would increase if you added the workers employed by temporary agencies (professional and business service industry sector) but work in manufacturing facilities. Employers in Taylor, combined with those in Price and Rusk counties, provide 58 percent of the manufacturing jobs in the northwest region.

The total payroll from manufacturers, which is roughly 38 percent of the total payroll from all employers, is the largest in the county but annual average wages are \$5,000 less than the average wages of workers in the construction industry. Although the number of jobs in added in construction and manufacturing jobs was relatively small the changes over the year of 2.6 and 0.9 percent out-paced counterpart changes in the state in 2004.

The second highest number of jobs and payroll in Taylor County was with employers in trade, transportation and utilities. However, the number of jobs in this industry declined in 2004 as they did in three other industry groups. Overall, only 15 jobs were added by Taylor County employers in 2004 for

Average Annual Wage by Industry Division in 2004

	2004	2004		
	Average Annual Wage	Average Annual Wage	Percent of	1-year
	Wisconsin	Taylor County	Wisconsin	% change
All Industries	\$ 34,749	\$ 27,539	79.3%	3.1%
Natural resources	\$ 27,399	\$ 27,930	101.9%	8.8%
Construction	\$ 41,258	\$ 37,368	90.6%	7.2%
Manufacturing	\$ 44,145	\$ 32,054	72.6%	3.4%
Trade, Transportation, Utilities	\$ 30,088	\$ 24,483	81.4%	3.9%
Information	\$ 41,759	\$ 30,021	71.9%	Not avail.
Financial activities	\$ 45,103	\$ 28,128	62.4%	0.2%
Professional & Business Services	\$ 39,580	\$ 30,189	76.3%	2.4%
Education & Health	\$ 36,408	\$ 28,824	79.2%	1.0%
Leisure & Hospitality	\$ 12,295	\$ 7,354	59.8%	-0.7%
Other services	\$ 20,207	\$ 14,758	73.0%	-2.3%
Public Administration	\$ 36,347	\$ 23,196	63.8%	4.4%

Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

an increase of 0.2 percent.

The annual average wage for all industries increased 3.1 percent from 2003 to 2004, slower than the increase in the state of 4.0 percent. The annual average wage in Taylor County is 79.3 percent of wages in the state and is the third highest in the northwest region. The greatest disparity in wages occurs in leisure and hospitality where the annual wage is only 59.8 percent of the state wage and was one of two industries where annual wages declined in 2004.

2004 employment and wage distribution by industry in Taylor County

	Employment		Total payroll		
	Annual average	1-year change		% of Total Employment	% of Total Payroll
Natural Resources	172	5	\$ 4,803,941		
Construction	281	8	\$ 10,500,368		
Manufacturing	2,890	26	\$ 92,637,106		
Trade, Transportation, Utilities	1,871	-13	\$ 45,807,072		
Information	68	suppressed	\$ 2,041,403		
Financial Activities	304	-14	\$ 8,551,021		
Professional & Business Services	839	-2	\$ 25,328,798		
Education & Health	1,350	7	\$ 38,912,159		
Leisure & Hospitality	505	-5	\$ 3,713,817		
Other services	168	1	\$ 2,479,334		
Public Administration	495	4	\$ 11,482,020		
Not assigned	0	Not avail.	\$ 0		
All Industries	8,942	15	\$ 246,257,039		

Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2005

Industry and Employers by Size

Top 10 Employers in Taylor County

Establishment	Product or Service	Size (Dec. 2004)
Weather Shield Mfg Inc	Wood window & door mfg.	1000+ employees
Kraft Pizza Company	Frozen specialty food mfg.	500-999 employees
Marathon Cheese Corp	Dairy product merchant whslrs	500-999 employees
Memorial Health Center Inc	Gen. medical & surgical hospitals	250-499 employees
Medford Public School District	Elementary & secondary schools	250-499 employees
Hurd Windows & Doors Inc	Wood window & door mfg.	250-499 employees
Phillips Plastics Corp	All other plastics product mfg.	250-499 employees
County of Taylor	Executive & legislative offices, combined	100-249 employees
Adecco USA Inc	Temporary help services	100-249 employees
Medford Coop Inc	Supermarkets & other grocery stores	100-249 employees

Source: DWD, Bureau of Workforce Information, ES-202, July 2005

Prominent industries in Taylor County

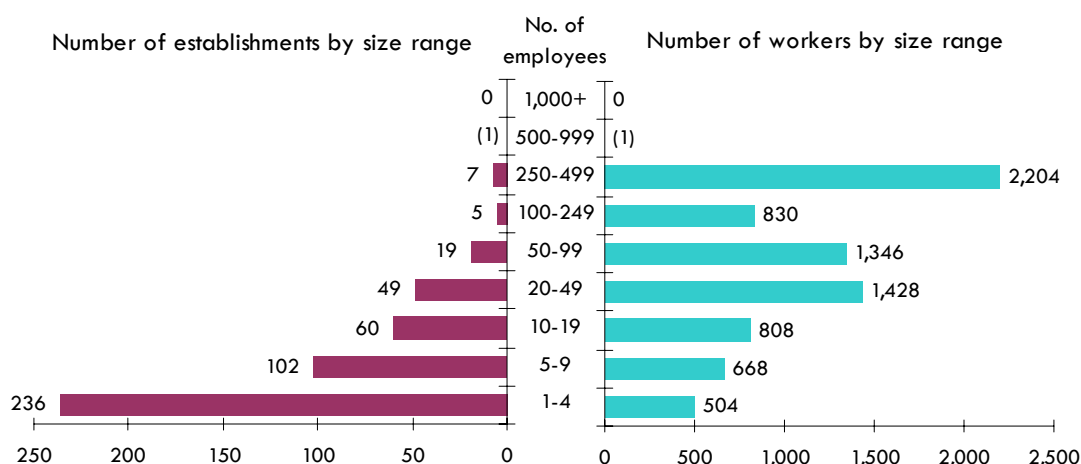
NAICS title	March 2005		Numeric change in employees	
	Establishments	Employees	2004-2005	2000-2005
Wood product manufacturing	9	1,120	-88	-286
Food manufacturing	*	*	not avail.	not avail.
Merchant wholesalers, nondurable goods	*	*	not avail.	not avail.
Educational services	4	510	-12	-36
Plastics & rubber products manufacturing	4	444	-24	37
Executive, legislative, & gen government	25	436	20	42
Food services and drinking places	29	390	-32	-178
Management of companies and enterprises	*	*	not avail.	not avail.
Administrative and support services	14	316	not avail.	249
Truck transportation	28	306	11	28

* data suppressed to maintain employer confidentiality

Column headings revised 02/06

Source: DWD, Bureau of Workforce Information, ES-202, September 2005

Taylor County establishments and workers by employment size range in 2004



(1) Data not available due to suppression factors

Source: DWD, Bureau of Workforce Information, Table 221, July 2005

The importance of manufacturing in the county is very apparent on both of these lists. Four of the county's largest employers are manufacturers including the two largest and one, a temporary help agency, supplies manufacturing with many workers.

Of the 2,890 jobs in manufacturing, over half are with employers in the two largest industry groups, wood products manufacturing and food manufacturing. Also on the industry list is one other manufacturing group and four industry groups closely tied to manufacturing employers (wholesalers, management, support services, and truck transportation).

There are nine establishments listed for wood products including two divisions of the largest employer, Weather Shield Mfg. Other Weather Shield divisions are included in groups for plastic and glass products, trucking, and management. There are no large employers in food services and drinking places, but together the many smaller employers provide 390 jobs and have an average of 13 workers per establishment.

In fact, 83 percent of the employers have fewer than 19 workers but provide roughly 25 percent of the jobs, while only 2.9 percent have more than 100 workers and provide 47 percent of the jobs.

Per Capita Personal Income

The per capita personal income (PCPI) in 2003 in Taylor County of \$23,020 ranked 56th highest among Wisconsin's 72 counties. PCPI increased 4.1 percent in the last year but only 16.6 percent since 1998. The percent change over last year exceeded an increase in PCPI in the state of 2.5 percent and in the nation of 2.2 percent but the change since 1998 lagged the increases in the state and nation of 17.2 and 17.1 percent, respectively and the county PCPI remains well below Wisconsin's PCPI of \$30,685.

The per capita personal income report from the US Dept. of Commerce, Bureau of Economic Analysis, includes wages and salaries from job-holders, self-employed, proprietorships, and farmers. It also includes income from dividends, interest and rent; and income from transfer payments like social security, Medicaid, unemployment insurance, veteran's benefits, and welfare. The total of all these sources of income is divided by the total population to arrive at the per capita personal income.

Factors such as a higher share of residents without income (generally children), or residents on a fixed income (generally the elderly) can lower the PCPI. Another factor that heavily influences PCPI is net earnings, which comprise 70 percent of total personal income in the state and 69 percent in Taylor County. Net earnings include income from wages, self-employment, proprietorships, farming, and an adjustment of -\$1,324,000 for workers from other counties who commute to jobs in Taylor County.

The total personal income in 2003 of \$450,659,000 was up

3.3 percent from 2002 and 16.7 percent from 1998. Total county income growth lagged changes in Wisconsin and the United States over the five-year period. Income losses from dividends, interest, and rent were offset by gains in wages and salaries and transfer payments.

Wisconsin Counties 2003 Per Capita Personal Income and Rank in State

Area	2003	Rank	5-yr growth	Rank	Area	2003	Rank	5-yr growth	Rank
United States	\$ 31,472		17.1%		Manitowoc	\$ 27,807	27	13.6%	59
Wisconsin	\$ 30,685		17.2%		Marathon	\$ 29,992	16	22.0%	5
Adams	\$ 22,804	59	16.1%	37	Marinette	\$ 25,448	39	21.3%	9
Ashland	\$ 23,204	55	16.6%	32	Marquette	\$ 22,590	64	26.5%	1
Barron	\$ 24,922	41	15.2%	44	Menominee	\$ 18,449	72	19.8%	16
Bayfield	\$ 22,660	62	13.4%	60	Milwaukee	\$ 31,419	7	19.5%	18
Brown	\$ 32,076	5	17.8%	25	Monroe	\$ 23,467	54	16.8%	31
Buffalo	\$ 29,083	20	17.2%	28	Oconto	\$ 24,842	42	12.3%	66
Burnett	\$ 22,796	60	17.1%	29	Oneida	\$ 28,646	22	18.7%	21
Calumet	\$ 31,880	6	21.4%	8	Outagamie	\$ 30,952	11	20.5%	14
Chippewa	\$ 25,999	36	12.3%	67	Ozaukee	\$ 47,527	1	14.7%	48
Clark	\$ 22,227	66	13.9%	55	Pepin	\$ 24,407	44	13.0%	64
Columbia	\$ 30,846	12	18.2%	24	Pierce	\$ 27,963	26	18.6%	23
Crawford	\$ 22,628	63	20.9%	13	Polk	\$ 24,201	46	13.9%	54
Dane	\$ 36,455	3	21.0%	12	Portage	\$ 27,464	30	21.1%	11
Dodge	\$ 26,048	35	13.3%	61	Price	\$ 24,361	45	12.2%	68
Door	\$ 30,657	13	15.9%	40	Racine	\$ 31,271	8	15.0%	45
Douglas	\$ 23,568	53	15.3%	43	Richland	\$ 23,829	51	21.9%	6
Dunn	\$ 22,885	58	14.9%	47	Rock	\$ 28,256	25	14.1%	50
Eau Claire	\$ 27,469	29	17.5%	27	Rusk	\$ 20,461	71	14.0%	52
Florence	\$ 24,146	47	25.3%	3	Sauk	\$ 28,780	21	19.5%	19
Fond du Lac	\$ 29,951	17	16.1%	38	Sawyer	\$ 23,921	50	22.3%	4
Forest	\$ 21,975	68	25.4%	2	Shawano	\$ 23,941	49	13.9%	56
Grant	\$ 24,116	48	15.6%	42	Sheboygan	\$ 31,251	9	19.8%	17
Green	\$ 28,542	23	14.0%	51	St. Croix	\$ 31,091	10	13.6%	57
Green Lake	\$ 26,962	32	8.1%	72	Taylor	\$ 23,020	56	16.6%	34
Iowa	\$ 27,308	31	19.2%	20	Trempealeau	\$ 25,242	40	18.7%	22
Iron	\$ 22,912	57	21.1%	10	Vernon	\$ 20,950	70	15.7%	41
Jackson	\$ 26,084	34	21.9%	7	Vilas	\$ 25,664	37	13.0%	63
Jefferson	\$ 29,330	18	16.5%	35	Walworth	\$ 27,626	28	13.6%	58
Juneau	\$ 22,382	65	12.7%	65	Washburn	\$ 22,794	61	16.0%	39
Kenosha	\$ 29,117	19	16.5%	36	Washington	\$ 35,196	4	14.9%	46
Kewaunee	\$ 25,536	38	8.8%	71	Waukesha	\$ 41,551	2	12.2%	69
La Crosse	\$ 28,284	24	16.8%	30	Waupaca	\$ 26,863	33	14.0%	53
Lafayette	\$ 21,983	67	10.1%	70	Waushara	\$ 21,762	69	13.2%	62
Langlade	\$ 23,739	52	20.4%	15	Winnebago	\$ 30,359	15	16.6%	33
Lincoln	\$ 24,725	43	14.6%	49	Wood	\$ 30,401	14	17.7%	26

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2005